

## Superintendent Performance Standards

Pursuant to Act 141 of the Pennsylvania School Code enacted in 2012, school boards are required to disclose the objectives and performance standards for the Superintendent on their district website for Superintendents who enter into a new contract or renew their contract after 9/10/2012. School districts are also required to post on their website whether or not the standards were met by the Superintendent.

The Pleasant Valley Board of Education entered into a contract with the Superintendent on 7/10/13, which became effective 8/1/13. Part of the terms of the contract requires the board and the Superintendent to mutually agree upon objectives and performance standards. In the beginning of May, the board is required to start the process of evaluating the Superintendent. The final evaluation is due no later than the 15<sup>th</sup> of June. Objectives and performance standards for the next school year are to be formulated no later than the 31<sup>st</sup> of July and immediately posted on the school district website.

The mutually agreed Superintendent's Objectives and Performance Standards for the 2013 – 2014 school year are as follows:

### 1.0 Continuing Objectives:

- 1.1 Continuing Objective #1: To develop, in conjunction with the PVSD Business Manager, a responsible, efficient budget that effectively addresses present divisional and school district needs, as well as identified future needs, with a minimal impact on PVSD taxpayers and to communicate budgetary needs and concerns to the school district's internal and external publics. (*PVSD Goals #5*)
  - 1.1.1 Describe ways/means of reaching this objective:
    - 1.1.1.1 Work with building administration to evaluate appropriateness of expenditures as they relate to curriculum, instruction, and program development/maintenance.
    - 1.1.1.2 Work with building administration to explore alternate uses of the cyber academy to offer students a wider range of opportunities as well as containing costs for the development of new courses or courses not currently being offered.
    - 1.1.1.3 Continue to monitor enrollment trends, class sizes and staffing needs. Make appropriate recommendations to the Board of Education as we progress through the school year.
  - 1.1.2 Identify ways of measuring whether or not the objective has been reached:
    - 1.1.2.1 Track meetings whereby budgetary concerns are discussed with internal and/or external publics.
    - 1.1.2.2 Provide recommendations including additions to the program of studies offered at Pleasant Valley.
    - 1.1.2.3 Provide recommendations regarding staffing throughout the school year.

- 1.2 Continuing Objective #2: To develop and implement a consistent and effective plan for communicating information with the Board of Education, administrative staff, professional staff, support staff, students, parents, and the community. (PVSD Goals #3)
- 1.2.1 Describe ways/means of reaching this objective:
- 1.2.1.1 Implement a district-wide newsletter that will be distributed to all school district employees updating them on related items.
  - 1.2.1.2 Continue communication with the Board of Education through board briefs and Connect Ed regarding school district related items.
  - 1.2.1.3 Continue communication with community stakeholders through the use of the website, Facebook account, and the district-wide newsletter regarding school district related items.
- 1.2.2 Identify ways of measuring whether or not the objective has been reached:
- 1.2.2.1 Copies of the staff newsletter will be provided to the Board of Education.
  - 1.2.2.2 Regular board briefs and messages will be provided to the Board of Education.
  - 1.2.2.3 District newsletters and website updates will be available.

## 2.0 Special Objectives

- 2.1 Special Objective #1: To work with Mr. Fisher and Mr. Newman on monitoring and projecting school district and building enrollments, while providing relevant staffing implications to the Board of Education in an effort to determine the feasibility of maintaining our current building occupancy. (PVSD Goals #2 & #5)
- 2.1.1 Describe the methods/timelines that will be used to reach the objective:
- 2.1.1.1 Study student enrollment trends.
  - 2.1.1.2 Examine projected building occupancies in light of capacities.
  - 2.1.1.3 Consider the effects of building closure on the instructional program.
  - 2.1.1.4 Determine the effects of closure on staffing needs.
  - 2.1.1.5 Determine the effects of closure on the delivery of ancillary services.
  - 2.1.1.6 Present information to the Board of Education bi-monthly and provide recommendations.

- 2.1.2 Identify a way to measure the achievement of the objective:
  - 2.1.2.1 Routine updates will be provided to the Board of Education.

The Board of Education will make a decision with regard to possible building closure only when necessary, and will use the parameters set forth by the PA School Code, Pennsylvania Department of Education guidelines, and local considerations.